

**JOINT MEETING OF CAREER AND TECHNICAL BOARD OF TRUSTEES
AND CAREER AND TECHNICAL EDUCATION TRUST**

Minutes of Meeting held on Friday, December 4, 2015, at 9:00 a.m., New England Laborers Career and Construction Academy, Cranston, Rhode Island

The joint meeting of the Career and Technical Board of Trustees (“Board of Trustees”) and the Career and Technical Education Trust (“CTE Trust”) was called to order at 9:00 a.m.

Members and Attendees:

The following members of the Board of Trustees were present: Bob Baldwin, Bill Bryan, Tim Byrne, Shannon Carroll, Victoria Gailliard-Garrick, Michael Grey, Raymond Johnson, Al Lubrano, Bill McCourt, Jeannine Nota-Masse, Stephen Osborn, and Commissioner Jim Purcell.

The following members of the Board of Trustees were absent: Peter Petrarca, Commerce Secretary Stefan Pryor, and Kathie Shields.

The following members of the CTE Trust were present: Lisa Bisaccia, Brenna Force, Bill McCourt, and Martin Trueb.

The following members of the CTE Trust were absent: Maura Dunn, Stephanie Federico, John Gregory, Commerce Secretary Stefan Pryor, and David Rampone.

Acceptance of the Agenda for Today’s Meeting:

Upon motion and seconded, it was unanimously
VOTED: To accept the agenda for the meeting.

Acceptance of the Meeting Minutes for the September 18, 2015 Joint Meeting:

Upon motion and seconded, it was unanimously
VOTED: To approve the September 18, 2015 joint meeting minutes.

Open Forum:

There were no comments during the open forum.

Report of the Chair of the Board of Trustees and President of the CTE Trust:

Ms. Bisaccia stated that the Governor and others hosted a meeting on P-TECH schools, which are schools for grades 9-14 open to all academic backgrounds. In 4-6 years, the students graduate and earn an associates’ degree at no additional cost. P-TECH schools focus on high-growth, high wage sectors. An industry partner like IBM works with the school, gives input on the development of curriculum, and acts as a mentor. The first P-TECH school was founded

about 5 years ago in New York City. There are up to 35 P-TECH schools in the United States. There is a \$900,000 line-item in the fiscal year 2016 CCRI budget for three P-TECH programs.

Mr. Byrne asked whether the industry partner is chosen through an RFP process.

Ms. Bisaccia stated that she does not think there is a formal RFP process, but the partner must commit for the long term.

Mr. Osborn stated that the partnership is based on mentorships and internships. There are 50-100 students per year, so it is a big commitment for the industry partner.

Ms. Bisaccia stated that the majority of students finished in less than 6 years at the first P-TECH school in New York City.

Mr. Osborn stated that students have first-in-line treatment for jobs with the industry partner.

Mr. McCourt asked how this complements or conflicts with what we are doing.

Mr. Lubrano stated that it does not conflict, it dovetails. It could involve CTE schools.

Mr. Purcell stated that we need to direct students to take these programs, and this would compel CCRI to build the programs.

Mr. Baldwin asked what schools could get involved with P-TECH programs.

Mr. Osborn stated that the P-TECH program is open to any high school that is interested (comprehensive high schools and CTE schools). Students need to be able to get to the employer easily, so part of which schools are chosen is going to depend on the location of the industry partners. This will go through Commerce, not RIDE.

Ms. Bisaccia stated that a team within IBM supports the program full time. From the industry point of view, it is an organizational commitment that requires staffing to ensure that the partner is carrying out its mentorship and curriculum activities.

Mr. Johnson stated that the Laborers have a commitment. Students can get 40 credits (2/3 of an associate's degree) toward a degree at CCRI if they complete the apprenticeship program.

Mr. Grey stated that industry partners will want to support a P-TECH program because they will have a business outcome.

Ms. Bisaccia stated that IBM uses P-TECHs as a source for talent.

Mr. Grey stated that different industries will have different needs and different program designs.

Mr. Lubrano stated that manufacturers see a huge benefit with P-TECH schools, because they expect 1 million unfilled manufacturing jobs in the next 5 years.

Mr. Purcell stated that Electric Boat is working on curriculum for the Westerly campus.

Mr. Lubrano stated that there was a meeting regarding the Career Readiness Initiative. They met with the coach (Brenda Messier, Assistant Secretary for CTE at the U.S. Department of Education) sponsored by CCSSO. Rhode Island received support to develop a comprehensive implementation plan. The Council on K-12 Education meeting discussed that Rhode Island did not do well on tests. The Governor made a surprise visit to the meeting and said that this is an opportunity to improve. The Council is pleased with the Board's and Trust's approach of fundraising and rebranding CTE and wants us to complete the first three standards and move on to more standards.

Mr. Osborn stated with respect to Prepare RI that in the past, it cost \$220 for high school students to take college-level courses. There is no longer any cost, due to repurposed funds. There are amazing stories about students that wanted to take college-level classes but could not afford them. Students that have college credits when they graduate from high school are more likely to complete college. Rhode Island is number 4 in the nation with respect to student loan debt, and Prepare RI may help decrease that debt.

Mr. Trueb stated that we are figuring out what the problem isn't, and then we are left with the problem.

Discussion of the Legislation Establishing the Board and Trust:

Mr. Lubrano stated that Dave Abbott is here to talk about the legislation establishing the Board and Trust and what it means.

Mr. Abbott stated that there are no internal inconsistencies and doubling of authority among the numerous statutes on education. Multiple parties are involved at the state and local level. The legislation gives the Board the authority to take over a CTE school, but does not say who needs to sign off. CTE centers are municipal corporations with management, accountability, programs, employees, and funding. School districts do not own real property—the municipal government owns the building. We are in the midst of a transition of state and regional CTE centers to municipalities. Providence legislators guaranteed slots at Davies to Providence students. The General Assembly directed the state to come up with plans for three additional CTE centers. This authority arguably could be delegated to the Board. The Board would be the logical operator of a new CTE school. The primary role of the Board is advisory. There are five areas where the Board in combination with the Trust is not advisory: (1) to raise, control, and distribute funds; (2) to enter into contracts; (3) to advise and consent on policy principles for distribution of aid in the CTE field; (4) to manage state-owned facilities for the sole purpose of offering CTE programs; and (5) to operate CTE schools as LEAs. Is the Board going to be the employer or hire a private operator to be the employer? There needs to be a clear path. The two major players will be the teachers' union and the municipal government that owns the building.

Mr. Baldwin asked whether the Board is to become the school committee of a statewide CTE program.

Mr. Abbott stated that the statute is broader than a school committee. The Board does not want to take on the mantle of employer. The Board would be the governing body for specific CTE centers. The Board would need legislative approval to open new CTE centers, because that is not in the budget. The director and board of the school would have to agree before the Board could take over the school.

Ms. Nota-Masse asked whether the municipality would have to be willing to give up the school for the Board to be able to take it over.

Mr. Grey asked to what extent does the Board have authority over municipal CTE centers.

Mr. McCourt stated that the Board has control over funding.

Mr. Lubrano stated that the school must implement standards to get funding from RIDE. This is about students, so at the end of the day, there must be a way to get this done using the Board in an advisory capacity. In his opinion, the Board is not in a position to run schools.

Mr. Bryan stated that the Board's assumption of management is subject to the Board of Education's approval. There needs to be a viable plan in place before there is a takeover.

Discussion of Draft Bylaws for the Board:

Mr. Lubrano presented draft bylaws for the Board. He stated that the draft bylaws provide that the Board would issue RFPs to identify new operators of the schools, overseen by RIDE, which would make recommendations to the Board, which if approved would be reviewed by the Council on Elementary and Secondary Education.

Ms. Bisaccia stated that the Board needs to be in an advisory position.

Mr. Trueb stated that the Board is responsible to get it done.

Ms. Bisaccia stated that the Board is not giving up its responsibility; it is delegating it.

Mr. Bryan stated that we cannot anticipate everything in an RFP. The RFP should not be the exclusive option. We should be hiring staff and deciding on a case-by-case basis.

Mr. Lubrano stated that he would not be comfortable with hiring staff.

Ms. Gailliard-Garrick asked whether the process would be similar to the Davies board.

Mr. Lubrano responded that it would.

Mr. McCourt stated that he would like to see a copy of Davies' bylaws, because we should look to Davies as a model from a governance perspective.

Mr. Lubrano stated that the Board would hire the director, but not the other employees, and that he may have misunderstood Mr. Bryan.

Ms. Bisaccia stated that the Board is not necessarily going to hire a commercial entity to do this.

Mr. McCourt suggested that the bylaws should say that the Board may run an RFP rather than will run an RFP.

Mr. Baldwin stated that in drafting the legislation, they wanted a direct connection between the Board and the director of the school.

Mr. Grey asked whether the terms and conditions of the RFPs would be up to the Board.

Ms. Bisaccia stated that they would be.

Mr. Baldwin asked whether we could see Davies' bylaws.

Mr. Lubrano stated that he was hoping to have this discussion as a result of the draft bylaws. He is concerned that the Board will be responsible for the day-to-day operations of schools.

Mr. Purcell stated that the Board would still have fiduciary responsibilities.

Mr. Abbott stated that when the Board changes from hiring to operating, the amount of risk and liability increases. He encourages Davies' attorney to come in and talk about labor issues.

Ms. Force suggested that the Board have an attorney look over the draft bylaws, because there could be liability issues. The Trust's bylaws permit it to obtain director and officer insurance.

Ms. Bisaccia stated that we will look at the Davies bylaws and retain an attorney.

Mr. Lubrano suggested a subcommittee on bylaw development, led by Ms. Force.

Upon motion and seconded, it was unanimously

VOTED: To establish a subcommittee on bylaw development.

Discussion of the Progress of the Construction Priority Sector Subcommittee:

Mr. Baldwin stated that the best of the best are Germany and South Korea. Rhode Island has 9 construction programs, while the best states (ex: AL, MI, NC) have 30-35 programs. He stated that seat time is a huge issue in Rhode Island. The best programs are highly integrated. These programs tell their students starting in kindergarten that they will be trained at a high level and will be able to go into a job. This message does not get to students in Rhode Island until their junior year of high school. The best schools also have private-sector integration with one central CTE program and one central board.

Mr. Lubrano asked about the timeline for a draft set of standards.

Mr. Baldwin stated that the timeline for a draft is mid-January.

Discussion of the Progress of the Manufacturing Priority Sector Subcommittee:

Mr. McCourt stated that the manufacturing sector has an established program at Davies that it is building off of. The subcommittee has not covered the globe yet with regard to best practices. With regard to CNC apprenticeships and the machine tech program, there is a 1/3 dropout rate, because the student decides that he does not want to be a machinist. There are many other jobs in manufacturing that are not machinist jobs. Some states have superficial programs, and some have plans. The manufacturing subcommittee is industry-based, and there are obstacles. The state needs career programs. Seat time is a huge issue. CNC is 2500 hours. On-the-job training is another huge issue. The teacher is another issue. We cannot put an industry person in a classroom.

Mr. Lubrano stated that the subcommittee should identify the standard that it wants, and if the schools cannot meet it, the standard can gradually get implemented.

Mr. McCourt stated that the subcommittee does not want to ignore the obstacles.

Ms. Bisaccia stated that we agreed to look at those issues later.

Mr. Osborn stated that RIDE has a willingness to entertain waivers or variances, but there needs to be a plan in place.

Mr. McCourt stated that CTE awareness is a huge issue.

Mr. Lubrano asked when the manufacturing subcommittee will have draft standards.

Mr. McCourt stated that the subcommittee will have a standard for machining by February 1, and it will continue to tackle other occupations after that.

Mr. Johnson opined who better than someone from the industry to teach the class.

Mr. McCourt stated that industry people know what they are doing, but are ill-prepared to effectively teach a class. He is not saying that industry people cannot teach though.

Ms. Gailliard-Garrick stated that research suggests the opposite of what Mr. McCourt stated.

Discussion of the Progress of the Health Careers Priority Sector Subcommittee:

Ms. Nota-Masse stated that her subcommittee has developed standards.

Mr. Lubrano stated that the standards are excellent.

Ms. Nota-Masse stated that three industry people came in at the last meeting and gave unique and detailed perspectives. There are numerous pathways for certification: (1) CNA, which is an appropriate entryway into the medical profession; (2) EMTs –many private companies and municipalities employ EMTs; (3) medical assistants; (4) certified patient care technician; (5) pharm tech; (6) dental hygienist; (6) medical interpreter (there is a huge need); and (7) community health care workers.

Mr. Lubrano stated that the next step is for RIDE and the Department of Labor and Training to review the standards. Once the standards are done, if a school wants to get funding for the program, it must implement the standards.

Ms. Gailliard-Garrick stated that CNA students need to know that a CNA certificate is not the end. They can go on to other careers. CNA is a gateway to other careers.

Ms. Nota-Masse stated that students can work as a CNA while paying for nursing school or work as EMTs while waiting to become firefighters.

Upon motion by Mr. Baldwin and seconded by Mr. Lubrano, the Board of Trustees and CTE Trust unanimously voted to adjourn.

Respectfully Submitted,

Brenna A. Force
Secretary, CTE Trust